MULTIMEDIA UNIVERSITY

STUDENT ID NO

MULTIMEDIA UNIVERSITY

FINAL EXAMINATION

TRIMESTER 2, 2022/2023

BMH2034 – MANAGING HUMAN RESOURCES

(All Sections/Groups)

12 JULY 2023
9.00 am – 11.00 am
(2 Hours)

INSTRUCTIONS TO STUDENT

1. This Question paper consists of **TWO (2)** pages with **FOUR (4)** questions only.
2. Answer **ALL** questions, and all questions carry equal marks and the distribution of the marks for each question is given.
3. Write all your answers in the Answer Booklet provided.

QUESTION 1

a) Job evaluation is a formal and systematic comparison of jobs to determine the worth of one job relative to another. Job evaluation aims to determine a job's relative worth. Briefly explain **FIVE (5)** steps of establishing pay rates.

(15 marks)

b) Job evaluation is a judgmental process and demands close cooperation among supervisors, HR specialists, and employees and union representatives. Discuss **TWO (2)** methods of job evaluation.

(10 marks)

(Total: 25 marks)

QUESTION 2

a) Equally problematical is the fact that some incentives incentivize the wrong behavior. In general, people won't pursue rewards they find unattractive, or where the odds of success are very low. Briefly discuss **THREE (3)** factors of Vroom's expectancy theory.

(15 marks)

b) Several incentive plans are particularly suited for use with individual employees. Briefly explain **TWO (2)** types of incentive plans.

(10 marks)

(Total: 25 marks)

QUESTION 3

a) Employees prefer choice in their benefits plans. In one survey of working couples, 83% took advantage of flexible hours (when available); 69% took advantage of the flexible-style benefits and 75% said that they prefer flexible benefits plans. One way to provide a choice is with an aptly named cafeteria benefits plan. Briefly explain **THREE (3)** advantages of the Cafeteria Approach.

(15 marks)

b) "What are your benefits?" is the first thing many applicants ask. Benefits are indirect financial and nonfinancial payments employees receive for continuing their employment with the company. Briefly discuss **FOUR (4)** main types of employee benefit plans.

(10 marks)

(Total: 25 marks)

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QUESTION 4

The challenging thing about managing globally is that what works in one country may not work in another. The employer faces an array of political, social, legal, and cultural differences among countries and people abroad. Briefly explain **EIGHT (8)** issues of global staffing.

(25 marks)

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